

# EXHIBIT F



## Office of the Secretary of State

The undersigned, as Secretary of State of Texas, does hereby certify that the attached is a true and correct copy of each document on file in this office as described below:

MWK RECRUITING LLC  
Filing Number: 801654759

Certificate of Formation  
Public Information Report (PIR)  
Certificate of Conversion

September 13, 2012  
December 31, 2016  
March 12, 2018

In testimony whereof, I have hereunto signed my name officially and caused to be impressed hereon the Seal of State at my office in Austin, Texas on May 25, 2018.



A handwritten signature in black ink, appearing to read "R. Pablos".

Rolando B. Pablos  
Secretary of State

**CERTIFICATE OF FORMATION**

**OF**

**MWK RECRUITING LLC**

**FILED**  
In the Office of the  
Secretary of State of Texas

**SEP 13 2012**

**Corporations Section**

I, the undersigned natural person of the age of eighteen (18) years or more, acting as the organizer of a limited liability company under Title 3 of the Texas Business Organizations Code (the "Code"), do hereby adopt the following Certificate of Formation for MWK RECRUITING LLC (the "Company");

**ARTICLE I**

The name of the Company is MWK RECRUITING LLC.

**ARTICLE II**

The period of duration of the Company is perpetual.

**ARTICLE III**

The purpose for which the Company is organized is the transaction of any lawful business for which limited liability companies may be organized under the Code.

**ARTICLE IV**

The address of the Company's initial registered office in the State of Texas is 2406 Harris Boulevard, Austin, Texas 78703 and the name of the Company's initial registered agent at that address is Michelle W. Kinney.

**ARTICLE V**

The Company is to have a manager or managers, and the name and address of the initial managers who are to serve as managers until the first annual meeting of the members or until their successors are duly elected are: **RECEIVED**

**SEP 13 2012**

**Secretary of State**

Name

Address

Michelle W. Kinney

2406 Harris Boulevard  
Austin, Texas 78703

**ARTICLE VI**

The name and address of the organizer of the Company is:

Name

Address

Basil E. Mahmoud

Metcalf Wolff Stuart & Williams, LLP  
301 Congress Avenue, Suite 1200  
Austin, Texas 78701

**ARTICLE VII**

The managers of the Company, in their sole discretion, shall have the power, on behalf of the Company, to indemnify persons for whom indemnification is permitted by Chapter 8 of the Code, to the fullest extent permissible under Chapter 8 of the Code, and may purchase such liability, indemnification and/or other similar insurance as the managers from time to time shall deem necessary or appropriate, in their sole discretion.

The Company may purchase and maintain liability, indemnification and/or other similar insurance on behalf of itself, and/or for any person who is a manager, officer, employee or agent of the Company or who is or was serving at the request of the Company as a director, manager, officer, trustee, employee, agent or similar functionary of another foreign or domestic corporation, limited liability company, partnership, joint venture, sole proprietorship, trust, employee benefit pension plan or other enterprise, against any liability asserted against and/or incurred by the Company or person serving in such capacity or arising out of his/her/its status as such a person or entity, whether or not the Company would otherwise have the power to indemnify such person against that liability.

The power to indemnify and/or obtain insurance provided in this Article VII shall be cumulative of any other power of the managers and/or any rights to which such a person or entity may be entitled by law, the Certificate of Formation and/or company agreement, contract, other agreement, vote or otherwise.


#### **ARTICLE VIII**

Pursuant to Section 101.401 of the Code, no manager of the Company shall be liable, personally or otherwise, in any way to the Company or its members for monetary damages caused in any way by an act or omission occurring in the manager's capacity as a governing person of the Company, except as to the events set forth in Section 7.001(c) of the Code.

#### **ARTICLE IX**


Any action required to be taken at any annual or special meeting of the managers or members of the Company, and/or any action that may be taken at any annual or special meeting of the managers or members of the Company, may be taken without a meeting, without prior notice, and without a vote, if a consent or consents in writing, setting forth the action so taken, shall be signed by the managers or members having not less than the minimum number of votes that would be necessary to take such action at a meeting at which all managers or members entitled to vote on the action were present and voted. Such action shall be taken in accordance with any applicable provisions of the Code.

IN WITNESS WHEREOF, I have hereunto set my hand, this 13<sup>th</sup> day of September, 2012.

  
Basil E. Mahmoud

**DISCLAIMER**

I, the undersigned, being the organizer of MWK RECRUITING LLC, a limited liability company filed with the Secretary of State of the State of Texas, do hereby disclaim any and all interest in said Company.

  
Basil E. Mahmoud